

# Memorandum



**Date:** October 23, 2012

**To:** Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners

Agenda Item No. 8(F)(2)

**From:** Carlos A. Gimenez  
Mayor

**Subject:** Approval of Articles I.6 Wages and VII.16 Group Insurance & Health Maintenance Organization of the 2011-14 Collective Bargaining Agreement Between Miami-Dade County and the Transport Workers Union, Local 291

## **Recommendation**

It is recommended that Articles I.6 Wages and VII.16 Group Insurance & Health Maintenance Organization (Attachment 1) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County and the Transport Workers Union (TWU), Local 291, be approved by the Board of County Commissioners (Board).

The County Mayor is authorized to effectuate this Resolution by approving and filing this Resolution with the Clerk of the Board. This will allow for the implementation of the Board's directive to negotiate the return of the additional four percent (4%) healthcare contribution and if ratified, restore these monies to employees as soon as possible after the commencement of the fiscal year.

## **Scope**

The impact of this agenda item is countywide.

## **Fiscal Impact/Funding Source**

The estimated fiscal impact associated with the elimination of the four percent (4%) contribution toward healthcare to the members of TWU, Local 291, is estimated at \$6.560 million. The FY 2012-13 Adopted Budget includes funding to support the adjustment. In addition, as a result of plan design changes to the group health insurance program which will reduce total medical expenses, there is no fiscal impact to the health insurance fund associated with maintaining current employee dependent premium rates.

## **Track Record/Monitor**

The Director of Labor Management and Compensation monitors and oversees the administration of this collective bargaining agreement.

## **Background**

On January 24, 2012, the Board ratified the successor 2011-14 Agreement between TWU, Local 291, and the County. Article I.6, Wages, of this Agreement contained an impasse issue of whether employees would be required to contribute an additional amount towards the County's cost of healthcare. On January 24, 2012, the Board resolved the impasse by voting to impose an additional four percent (4%) contribution of base wages by employees to the County's cost of healthcare. The FY 2012-13 Proposed Budget provided an Impasse Reserve to provide funding for the elimination of the additional four percent (4%) healthcare contribution. On September 20, 2012, the Board adopted the Proposed Budget and directed the County Mayor to negotiate with the unions the return of the additional four percent (4%) healthcare contribution. Pursuant to the Board's directive, the County met

with the unions and negotiated the return of the additional four percent (4%) healthcare contribution, as detailed in Attachment 1.

Additionally, the terms of Article VII.16 of this ratified Agreement, gave the County the right to re-open the Agreement to discuss the redesign of the County's health plan for plan year 2013, prior to establishing premium contributions. The County and TWU, Local 291 met and negotiated changes to co-pays for provider services and prescription drug benefits, as detailed in Attachment 2. As a result of the negotiated and agreed upon changes, the 2012 calendar year group health insurance premium rates shall remain in effect for the 2013 calendar year.

#### **Term of Agreement**

This is a three (3) year contract for the period of October 1, 2011 through September 30, 2014.

#### **Wages**

Effective October 1, 2012, the additional four percent (4%) of base wages contribution towards the County's cost of healthcare shall be eliminated.

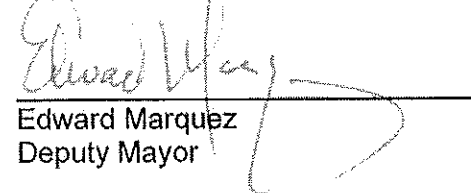
All employees in Bargaining Unit classifications will continue to contribute five percent (5%) of base wages towards the County's cost of healthcare.

#### **Group Health Insurance**

Effective January 1, 2013, the group health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescription drug benefits, as detailed in (Attachment 2). The 2012 calendar year group health insurance premium rates shall remain in effect for the 2013 calendar year, as detailed in (Attachment 2).

The bargaining unit members ratified Articles I.6 Wages and VII.16 Group Insurance & Health Maintenance Organization on October 11, 2012.

Attachment

  
\_\_\_\_\_  
Edward Marquez  
Deputy Mayor

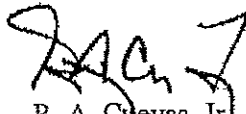


# MEMORANDUM

(Revised)

**TO:** Honorable Chairman Joe A. Martinez  
and Members, Board of County Commissioners

**DATE:** October 23, 2012

  
**FROM:** R. A. Cuevas, Jr.  
County Attorney

**SUBJECT:** Agenda Item No. 8(F)(2)

Please note any items checked.

- ☐ "3-Day Rule" for committees applicable if raised
- ☐ 6 weeks required between first reading and public hearing
- ☐ 4 weeks notification to municipal officials required prior to public hearing
- ☐ Decreases revenues or increases expenditures without balancing budget
- ☐ Budget required
- ☐ Statement of fiscal impact required
- ☐ Ordinance creating a new board requires detailed County Manager's report for public hearing
- ☒ No committee review
- ☐ Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous\_\_\_\_) to approve
- ☐ Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 8(F) (2)

10-23-12

RESOLUTION NO. \_\_\_\_\_

RESOLUTION APPROVING AND RATIFYING EXECUTION  
OF ARTICLE I.6 WAGES AND ARTICLE VII.16 GROUP  
INSURANCE & HEALTH MAINTENANCE ORGANIZATION  
OF THE 2011-14 COLLECTIVE BARGAINING AGREEMENT  
BETWEEN MIAMI-DADE COUNTY AND THE TRANSPORT  
WORKERS UNION, LOCAL 291

**WHEREAS**, this Board desires to accomplish the purposes outlined in the accompanying memorandum, a copy of which is incorporated herein by reference,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board approves and ratifies the Mayor's action in executing the attached Article I.6 Wages (Attachment 1) and Article VII.16 Group Insurance & Health Maintenance Organization (Attachment 2) of the 2011-14 Collective Bargaining Agreement between Miami-Dade County, and the Transport Workers Union, Local 291 in substantially the form attached hereto and made a part hereof.

The foregoing resolution was offered by Commissioner  
who moved its adoption. The motion was seconded by Commissioner  
and upon being put to a vote, the vote was as follows:

Joe A. Martinez, Chairman	
Audrey M. Edmonson, Vice Chairwoman	
Bruno A. Barreiro	Lynda Bell
Esteban L. Bovo, Jr.	Jose "Pepe" Diaz
Sally A. Heyman	Barbara J. Jordan
Jean Monestime	Dennis C. Moss
Rebeca Sosa	Sen. Javier D. Souto
Xavier L. Suarez	

The Chairperson thereupon declared the resolution duly passed and adopted this 23<sup>rd</sup> day of October, 2012. This resolution shall become effective upon the earlier of (1) ten (10) days after the date of its adoption unless vetoed by the Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.

Lee

Lee Kraftchick

# **ARTICLE VII.16 GROUP INSURANCE & HEALTH MAINTENANCE ORGANIZATION**

With the exception of legislatively mandated changes to health benefits, the County and the Union shall reopen this Agreement to negotiate the redesign of the County's health plan for plan year 2013. Union participation shall be obtained to negotiate the health plan, prior to establishing premium contributions

Health insurance plan benefits shall remain the same as stipulated in calendar year 2012, with the exception of legislatively mandated changes and co-pays for provider services and prescriptions as detailed below. The following table reflects the co-pays for provider services and prescriptions in the County's Group Health Insurance plans beginning plan year 2013:

<u>HIGH HMO</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$15
Specialist <sup>2</sup>	\$30
<b>Prescriptions-30-day supply</b>	
Generic <sup>3</sup>	\$15
Preferred Brand <sup>4</sup>	\$25
Non-Preferred Brand <sup>5</sup>	\$35
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<u>POS</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$15
Specialist <sup>2</sup>	\$30
<b>Prescriptions (30-day supply)</b>	
Generic <sup>3</sup>	\$15
Preferred Brand <sup>4</sup>	\$25
Non-Preferred Brand <sup>5</sup>	\$35
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<u>LOW HMO</u>	<u>2013 Plan Year Co-pays</u>
Primary Care Physician (PCP) <sup>1</sup>	\$30
Specialist <sup>2</sup>	\$45
<b>Prescriptions-30-day supply</b>	
Generic <sup>3</sup>	\$20
Preferred Brand <sup>4</sup>	\$35
Non-Preferred Brand <sup>5</sup>	\$55
Mail Order (90-day supply)	2 co-pays for a 90-day supply

<sup>1</sup> PCP co-pay applies to Mental & Nervous, Substance Abuse, and Chiropractic services.

<sup>2</sup> Specialist co-pay includes Therapy (physical, speech, etc.) and specialist such as Obstetrics, Cardiology, and Orthopedics, etc.

<sup>3</sup> Generic: Generic medications contain identical active ingredients, have the same indication for use, meet the same manufacturing standards, and are identical in strength and dosage form as brand name medications.

<sup>4</sup> Preferred: These are typically brand name medications and are in the middle range for out-of-pocket expense. These medications typically do not have a generic equivalent.

<sup>5</sup> Non-Preferred: These are non-preferred brand medications and are in the higher range for out-of-pocket expense. These medications typically have a generic equivalent and/or another brand option.

The County agrees that 2014~~2~~ calendar year group health insurance premium rates shall remain in effect for the 2012~~3~~ calendar year as follows:

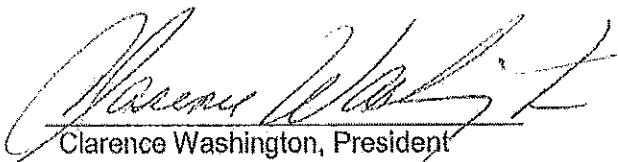
<u>Medical Plan</u>	<u>Tier</u>	<u>Bi-Weekly Employee Premiums Current</u>
<u>High HMO</u>	<u>Employee Only</u>	<u>\$0.00</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$208.35</u>
	<u>Employee + Child(ren)</u>	<u>\$180.17</u>
	<u>Family</u>	<u>\$287.77</u>
<u>POS</u>	<u>Employee Only</u>	<u>\$14.90</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$344.54</u>
	<u>Employee + Child(ren)</u>	<u>\$285.86</u>
	<u>Family</u>	<u>\$595.59</u>
<u>Low HMO</u>	<u>Employee Only</u>	<u>\$0.00</u>
	<u>Employee + Spouse/Domestic Partner</u>	<u>\$196.42</u>
	<u>Employee + Child(ren)</u>	<u>\$169.83</u>
	<u>Family</u>	<u>\$271.36</u>

By June 30, 2013, if the County projects that the average increase for dependents' premiums listed above will increase by more than 10% in plan year 2014, then the Union shall have the right to re-open this Article to negotiate a plan redesign as the means of ameliorating the increase to the employees.

Notwithstanding any provisions to the contrary, in the event that during the term of this Agreement another collective bargaining unit negotiates and/or receives better group health insurance employee premium contributions or benefits within the Medical Plans, then the employees represented by TWU Local 291 shall be entitled to receive those better premiums or benefits. For purposes of this provision, the decision of any collective bargaining unit pursuant to a ratification election to accept a 20% increase in bi-weekly employee premiums for plan year 2013 in lieu of the above listed co-pays shall not constitute better benefits under the Medical Plans.

Transport Workers Union (TWU) – Local 291

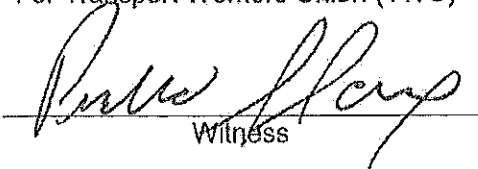
Miami-Dade County, Florida



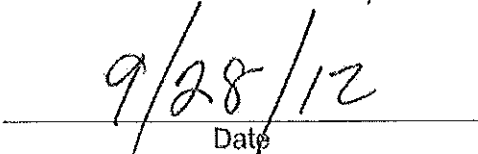
Clarence Washington, President  
For Transport Workers Union (TWU)

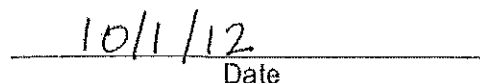


Carlos A. Gimenez, County Mayor  
For Miami-Dade County, Florida

  
Witness

  
Witness

  
Date

  
Date

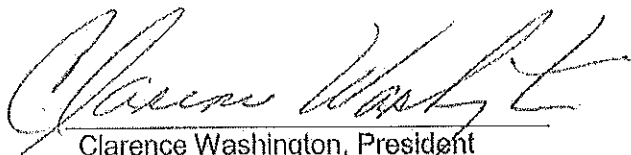
ARTICLE I.6      WAGES

Fiscal Year 2012-2013

Effective September 30, 2012, the additional four percent (4%) of base wages contribution towards the County's cost of healthcare shall be eliminated. All employees in bargaining unit classifications shall be required to continue to contribute five percent (5%) of base wages toward the County's cost of health care.

Transport Workers Union (TWU) – Local 291

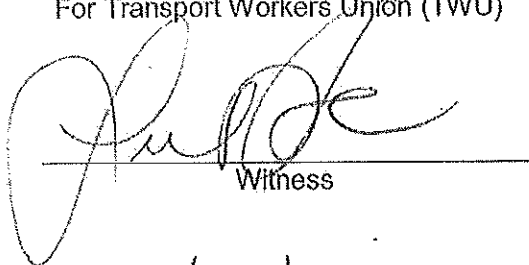
Miami-Dade County, Florida



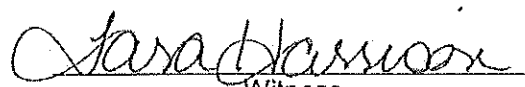
Clarence Washington, President  
For Transport Workers Union (TWU)



Carlos A. Gimenez, County Mayor  
For Miami-Dade County, Florida



Witness



Witness

9/28/12  
Date

10/1/12  
Date